

EMPLOYMENT PRACTICES  
AT-WILL EMPLOYMENT

DCD  
(LOCAL)

	<p><u>PERSONNEL NOT HIRED UNDER A CONTRACT SHALL BE EMPLOYED ON AN AT-WILL BASIS.</u></p> <p><u>IFOR INFORMATION REGARDING CONTRACTUAL EMPLOYMENT, SEE DCA, DCB, DCC, AND DCE, AS APPROPRIATE]</u></p> <p><del>The Board delegates to the Superintendent authority to hire and dismiss the following categories of employees, who shall serve on an at-will basis: teachers with school district teaching permits, paraprofessionals, auxiliary personnel, and all other employees who are not employed under written contracts pursuant to policies DCA (probationary), DCB (term), DCC (continuing), or DCE (other).</del></p>
ASSIGNMENT AND EVALUATION	<p><del>The Superintendent or designee has sole authority to notify employees of assignments, compensation rates, and conditions of employment.</del></p> <p><del>Evaluation of at-will employees shall be conducted by the principal or supervisor in accordance with administrative procedures.</del></p>
REASONABLE ASSURANCE OF EMPLOYMENT	<p><del>District employees in positions normally requiring less than 12 months of service, who are expected to report to work at the beginning of the following school session, shall be provided a letter of reasonable assurance of employment. [See CRF]</del></p>
DISMISSAL	<p>At-will employees may be dismissed at any time for any reason not prohibited by law or for no reason, as determined by the needs of the District. <u>AT-WILL EMPLOYEES WHO ARE DISMISSED SHALL RECEIVE PAY THROUGH THE END OF THE LAST DAY WORKED.</u></p>
APPEAL TO BOARD	<p>A dismissed employee may request to be heard by the Board in accordance with DGBA(LOCAL).</p>
CRIMINAL OFFENSES	<p><del>The Superintendent is authorized to reassign, to suspend with or without pay, or to terminate any noncontractual employee upon evidence of an arrest for a misdemeanor involving moral turpitude, a felony, or any criminal offense involving an alleged drug violation, in accordance with applicable legal and local provisions. [See DCD(LEGAL)]</del></p> <p><del>The Superintendent's decision to terminate or suspend a noncontractual employee shall be based on the Superintendent's judgment regarding whether the suspension or termination would be in the best interest of the District.</del></p> <p><del>The Superintendent's decision to suspend without pay or to terminate may be appealed to the Board if the employee files a timely written grievance.</del></p>

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~~When the Superintendent has been notified of the disposition of any criminal charge against a suspended employee who has requested reinstatement of employment with the District, the Superintendent shall determine whether to reinstate or terminate the employee. The Superintendent shall terminate any noncontractual employee convicted of a violation of a criminal drug law.~~

~~If the Superintendent declines to reinstate the employee after the disposition of the criminal charge, or reinstates the employee without back pay, the employee may file a written grievance within the time lines established in applicable legal and local policies. [See DGBA]~~

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